

URBAN/MUNICIPAL

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1995

MINUTES OF THE
OPERATIONS AND
FINANCE COMMITTEE

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OPERATIONS AND FINANCE COMMITTEE

URBAN MUNICIPAL

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GOVERNMENT DOCUMENTS



THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON

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OPERATIONS AND FINANCE COMMITTEE

1995 11 02

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THE UNIVERSITY OF CHICAGO

1954

1954

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MINUTES OF THE
OPERATIONS AND FINANCE COMMITTEE
1995 11 02

Present: Trustees Cunningham (Chairman), Desmarais, Hicks, Lowe, Orban, Rogers and Stewart.

Also

Present: Trustees Bishop, Darby, Gage, Johnston, Johnstone, Korz, Mulholland and Rodgerson.

Officials

Present:

D. Goodridge, Director of Education and Secretary
P. Shewfelt, Superintendent of Financial Services and Treasurer
P. Gillie, Superintendent – Administrative and Operational Services
M. Quinn, Superintendent of Schools – Lower City
N. Nicholls, Superintendent of Schools – Mountain
S. Thompson, Assistant Superintendent of Schools – Lower City

Miss Cunningham called the meeting to order and then called for confirmation of the minutes.

Moved by Mr. Hicks:

That the minutes of the regular meeting of 1995 10 10 be approved as presented.

CARRIED

GENERAL

BUSINESS ARISING OUT OF THE MINUTES:

Progress Report re
Educational
Purchasing Group,
Hamilton-Wentworth
District

In outlining the progress of the Educational Purchasing Group, Ms. M. Robinson, Buyer, emphasized the benefits of the co-operative purchasing consortium.

Moved by Canon Rogers:

That the Report on the update of the Educational Purchasing Group be received for information.

CARRIED

NEW BUSINESS:

Interim Financial
Status Report
(as of 1995 09 30)

Ms. I. Polidori, Manager – Financial Services, presented the Report.

Moved by Mrs. Johnstone:

That the Interim Financial Status Report – 1995 09 30 be received for information.

CARRIED

1995 Forecast of
Expenditures and
Revenues

In reviewing the Report, Ms. L. Veerman, Budget Manager, drew the members' attention to the projected 1995 deficit of \$2.7 million, noting the following three key factors which impact on this deficit position:

- \$1.1 million deficit from Occasional Teacher Usage
- \$865,000 deficit resulting from the response to the Deduction of One Day's Pay
- \$290,000 Decrease in grant ceiling of \$8 per pupil

Moved by Ms. Orban:

That the Report re 1995 Forecast of Expenditures and Revenues be received for information.

In sharing the trustees' deep concern with the projected deficit, Mr. Hicks requested the minutes reflect his urging the officials to move swiftly during the remaining two months of the year in addressing the Board's serious financial problems. Specifically, focus should be on:

- those areas with potential savings
- timelines for trustees to be involved in the budget process
- another attempt to dialogue with federations/employee groups, involve them in the planning process and get their collaboration and support

At this point, Mr. Stewart assumed the Chair to permit Miss Cunningham to participate in the discussion.

Expressing her concerns with the details of the Report, it was

Moved in amendment by Miss Cunningham:

a) That the Director immediately implement an Expenditure Control Program for the balance of 1995 to effect a reduction in the projected deficit.

Miss Cunningham emphasized that the amendment is aimed at curtailing spending for the remaining months of this year in all areas except for (a) items that have been ordered previously and cannot be cancelled, and (b) services of a contractual nature which are necessary to the Board's operations, particularly in the area of Plant. She also called for closer supervision of the usage of occasional teacher and overtime. Miss Cunningham stressed that "if money could be found, this should be applied to the deficit".

Members provided the following suggestions for review/consideration:

- role/impact of the Salary Committee in the budget planning
- evaluation of current programs in terms of cost-effectiveness
- increasing the education tax to counter further reduction in government funding
- non-mandated programs

Mr. Goodridge related the cost-cutting measures which have been implemented to date. He affirmed that much collaboration is required from across the system in getting through this difficult financial situation.

Stating that any increase in education tax remains unacceptable, Mr. Goodridge felt that it may be realistic to equate the deficit with what the Board is currently offering in terms of programs and services to its students.

The motion, as amended, was put to a vote and was CARRIED.

Miss Cunningham resumed the Chair.

**Report on Freedom of
Information (F.O.I.)
Activities, 1994-95**

Ms. K. Baxmeier, Records Analyst, related the activities to date pertaining to Freedom of Information.

Moved by Mr. Darby:

That the Report on Freedom of Information (F.O.I.) Activities, 1994-95 be received for information and the following recommendations approved:

a) That the Board continue to develop retention schedules for all departments which will: identify records in all formats (computer, microfiche/film, paper); identify all locations where records are stored; allow records to be disposed of in accordance with legislated requirements; and prove Board compliance during an appeal to the Information and Privacy Commission.

b) That an annual Freedom of Information report be brought back to the Operations and Finance Committee in October of each year.

CARRIED

**Annual Report
on Public Relations
Planning**

Moved by Mr. Darby:

That the Annual Report on Public Relations Planning be deferred to the December, 1995 meeting of the Operations and Finance Committee.

CARRIED

**Request for a "Budget
Analysis Ad Hoc
Committee"
- Trustee Bishop**

Moved by Mrs. Bishop:

That an ad hoc trustee committee of five (5) trustees, to be called the Budget Analysis Committee, be formed under the following conditions:

(a) That the Committee examine all expenditures including salaries and wages; benefits; travel expenses; personnel training; bursaries and student aid; books, films and software; energy costs; repairs, building and grounds; supplies and services; new and replacement equipment; debt charges and capital loan interest; capital from current; permanent improvements; rentals; fees, transportation and other contractual services; transfers to other boards; working capital; charge back on taxes; and provision for reserves and other expenses, for consideration in the 1996 budget.

(b) That the areas of expenditures and revenues be identified where long-term savings, or increased revenue acquisition, may be found beyond the 1996 budget year.

(c) That recommendations, with the pros and cons and the supporting documentation, be brought to each regular and, where requested, any special meeting of the Operations and Finance Committee until the completion of the 1996 budget.

(d) That the life of the committee shall be until the conclusion of the 1996 budget.

(e) That a review of the strengths and weaknesses of the ad hoc committee be debated at the first regular meeting of the Operations and Finance Committee after the completion of the 1996 budget.

(f) That trustees who are not members of the committee may attend meetings of the ad hoc committee and vote.

(g) That agendas and minutes of the ad hoc committee be sent to all trustees.

Several trustees expressed their concerns with clause (f), contending this is contrary to the Board's rules and regulations.

Mr. Stewart assumed the Chair to permit Miss Cunningham to participate in the debate.

Trustees supporting the motion provided the following input:

- a "working group" scenario will permit a closer discussion of the budget details
- promotes collaboration and better understanding of the budget process
- beneficial to long-term budget planning

Trustees opposed to the motion expressed the following concerns:

- could limit participation of all trustees in the budget process, i.e. information may not be made available to all trustees
- duplication of efforts (e.g. report preparations, deliberations at the ad hoc committee and Operations and Finance Committee [budget meetings])
- potential conflict with Senior Management planning
- staff time and efforts (particularly in light of downsizing)

When Mr. Desmarais attempted to amend the number of trustee representation from 5 to 7, Mr. Stewart clarified this would be contrary to the Board's Rules and Regulations.

Mr. Stewart requested clause (f) be voted on separately.

Clause (f) was put to a vote and was LOST.

The remaining clauses were put to a vote and were CARRIED.

Miss Cunningham resumed the Chair.

Report of the
Transportation
Committee

Moved by Mr. Darby:

That the Report of the Transportation Committee be approved.
CARRIED

When Mr. Darby advised that this report was the final report as the Committee had already met its mandate, the members concurred that the Transportation Committee could now be disbanded.

Miss Cunningham requested the minutes show that the Board's Transportation Policy will have to be referred to the Policy Review Committee to reflect the approved revision (use of video cameras in school buses) as required under the Freedom of Information Act.

[Note: Canon Rogers' name was inadvertently omitted from the attendance list in the Report of the Transportation Committee.]

Report of the
AIDS Policy Committee

In reviewing the Report, Mr. Gage noted that concerns were raised recently with the second recommendation in the Report, necessitating its referral back to the AIDS Policy Committee.

Moved by Mr. Gage:

(a) That the following Report of the AIDS Policy Committee be approved:

i. That the AIDS Policy Committee be renamed the HIV/AIDS Infection Policy Review Committee.

ii. That principals review the HIV/AIDS Policy, Guidelines and Operating Procedures (SP-22, SP-23, SP-24) with their staff at the beginning of the school year, on an annual basis.

iii. That the reviewed and amended HIV/AIDS Policy, Guidelines and Operating Procedures (SP-22, SP-23, SP-24) be adopted.

(b) That the following recommendation in the Report of the AIDS Policy Committee be referred back to the Committee.

i. That, in order to provide information on HIV/AIDS infection to students in a timely manner, it is recommended that students be provided information on HIV/AIDS as part of the compulsory curriculum beginning at the Grade 5 level.

CARRIED

ELEMENTARY/SECONDARYNEW BUSINESS:Recommendations
of the Director
of Education

Moved by Mr. Stewart:

That the recommendations of the Director of Education be approved
as presented. CARRIED

The meeting then adjourned.

Read and confirmed,

CHAIRMAN

rt

MINUTES OF THE SPECIAL MEETING OF THE
OPERATIONS AND FINANCE COMMITTEE1995 11 09

Present: Trustees Cunningham (Chairman), Desmarais, Hicks, Lowe, Orban, Rogers and Stewart.

Also

Present: Trustees Bishop, Darby, Gage, Johnston, Johnstone, Korz, Mulholland, Paquin and Patenaude.

Officials

Present: D. Goodridge, Director of Education and Secretary
P. Shewfelt, Superintendent of Financial Services and Treasurer
R. Binns, Superintendent of Human Resources
P. Gillie, Superintendent – Administrative and Operational Services
M. Quinn, Superintendent of Schools – Lower City
R. Lavoie, Superintendent of Schools, French as a First Language
M. Matier, Assistant Superintendent of Schools – Mountain
S. Thompson, Assistant Superintendent of Schools – Lower City

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Miss Cunningham called the meeting to order noting regrets for not being able to attend were received from Trustees Hill and Rodgers.

GENERAL**NEW BUSINESS:****Verbal Update regarding Westview School**

In providing an overview of the 1995 11 04 break-in and vandalism incident at Westview School which involved two Hamilton youths, Mr. Goodridge advised that the officials are focused on three key issues: the actual damage to the school, appropriate punishment and restitution. Noting the Board is presently seeking legal opinion regarding a claim for damages, Mr. Goodridge emphasized the matter should be addressed in an orderly manner.

Mr. D. Sage, Manager – Property and Insurance, updated the members on the preliminary investigation undertaken by Board officials, detailing the extent of the damage to date. He advised that a video of the incident was taken by school staff and that it may be ready for viewing by the trustees within the next few weeks.

Moved by Mr. Hicks:

That the verbal Update regarding Westview School be received for information and the following motion approved:

(a) That the Hamilton Board of Education seek financial restitution for the losses incurred during the break-in and vandalism on 1995 11 04 at Westview School.

Mr. Quinn affirmed that the Board's Safe Schools Policy has an Operating Procedures for vandalism and theft (O.P.6).

Pending a legal opinion and the investigation being conducted by the insurance company, Mr. Goodridge advised further that it may take some time (possibly 6 to 7 weeks) before the officials could bring a report to the Board on this incident.

When several trustees asked for more detailed information, it was

Moved by Mr. Korz:

That this Committee move to an in-camera session.

Miss Cunningham clarified that, pending legal counsel, it would be appropriate for the trustees to limit themselves to "general" questions at this time.

The motion to meet in-camera was put to a vote and was Lost.

The motion on the floor was put to a vote and was CARRIED.

The meeting then adjourned.

Read and confirmed,

CHAIRMAN

rt

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MINUTES OF THE
SPECIAL MEETING OF THE OPERATIONS AND FINANCE COMMITTEE
1995 12 07

URBAN MUNICIPAL

Present: Trustees Hill (Chairman), Desmarais, Rogers and Stewart.

JAN 15 1996

Not Present: Trustees Lowe, MacDonald and Orban.

GOVERNMENT DOCUMENTS

Also Present: Trustees Bishop, Cunningham, Darby, Gage, Johnston, Johnstone, Korz, Paquin and Rodgerson.

Officials Present:

- D. Goodridge (Director of Education and Secretary)
- E. Bond (Superintendent of Program)
- P. Gillie (Superintendent – Administrative and Operational Services)
- M. Quinn (Superintendent of Schools – Lower City)
- N. Nicholls (Superintendent of Schools – Mountain)
- R. Lavoie (Superintendent of Schools – French as a First Language)
- F. Cooke (Assistant Superintendent of Program)
- M. Matier (Assistant Superintendent of Schools – Mountain)

Mrs. Hill called the meeting to order, noting that regrets for not being able to attend were received from Trustees Orban and Patenaude.

At this point, Mrs. Hill called for a moment of silence in memory of the deaths of two Hamilton students (Glendale and Sherwood Secondary Schools). She then requested the record show the extension of the Board's sympathy to Trustee Orban and her family on the passing of her mother today.

GENERAL

NEW BUSINESS:

Presentation re Expulsion of Pupils Procedures

The Context for Expulsion

Using an overhead projector, Mr. Quinn provided an overview of today's society, noting the key factors which impact on the rising youth violence in the City. He then spoke on the findings of some experts on the issue: Dr. Paul Steinhauer and Dr. Fred Matthews. (A news clipping by Michele Mandel on youth violence was distributed to the members; see attached.)

A video focusing on violent youth (a Toronto film production) then followed.

(Hamilton-Wentworth Regional Police Department – Street Crime Unit)

Mr. Quinn introduced the following police officers who provided insights into youth crimes in Hamilton: Det. Const. J. Anderson, Det. B. Barker and Det. Const. K. Dinza. An assortment of

weapons confiscated from young offenders were passed around for the members' viewing during this presentation.

Prevention: The System Response

Mr. Quinn called on K. Hibbins, Project Team Leader – Social and Interpersonal Skills, and L. Cunningham, Consultant – Adjustment Department, who discussed the system's violence prevention strategies for all schools, highlighting staff in-service activities to date and the Peer Mediation program.

The Expulsion Process

With an overhead projector, Mr. Quinn reviewed all the aspects of the Board's Expulsion Process.

Feedback from the System

The following association/federation representatives gave their respective views on the issue of Safe Schools:

- B. Kuhn – Hamilton Principals' Association
- M. Bowman – Hamilton Secondary School Principals' Council
- D. Robb – Ontario Secondary School Teachers' Federation, District 8
- J. Schumacher – Hamilton Teachers' Federation, HWTa Office
- J. Whittle – Hamilton Teachers' Federation, OPSTF Office
- M. Gibson – President, Hamilton Council of Home and School Associations

The above speakers expressed their collective support for the Board's Safe Schools Policy and the subsequent initiatives towards Zero Tolerance of Violence in Hamilton schools.

Mr. Quinn, along with the presentors, then responded to the members' questions.

Prior to the end of the public meeting, Mrs. Hill advised that an in-camera session of this Committee was required.

Moved by Mr. Hicks:

That this Committee meet in-camera.

Carried

The meeting then adjourned to an in-camera session.

Read and confirmed,

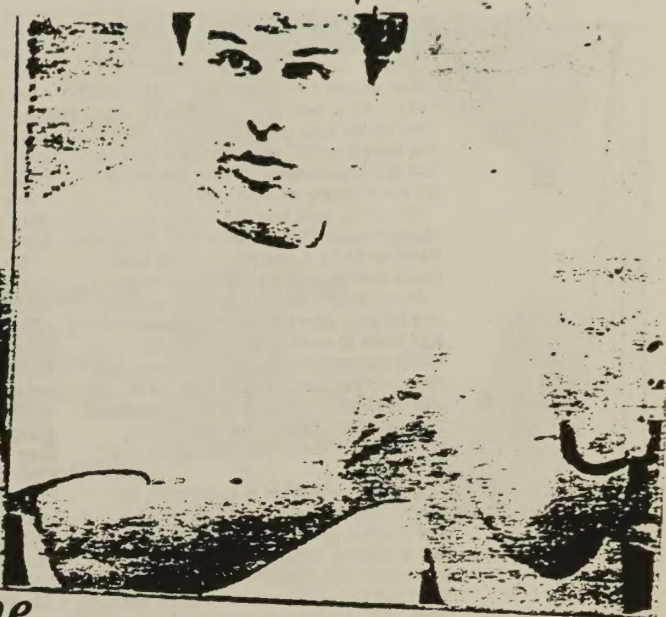
CHAIRMAN

rt

Att.



— Warren Toda, SUN



REID-CUDJOE ... "These children are trapped. We don't need to blame them. We parents are supposed to take care of them, educate them, guide them. We are not doing our job."

Some experts fear the worst is yet to come

HEY are not the children we were. They are not the children we knew. Six kids, aged 15 to 17, appear in a B.C. court tomorrow charged with beating a drifter to death. Three teens await trial for killing an elderly Montreal couple; two more are accused of killing a cabby and a mother in Edmonton. Here at home this week, a high school student is hospitalized after being beaten and stabbed by 10 youths outside Father Henry Carr school. In Scarborough, Metro police seize seven machetes from a high school locker and 15 rounds of 9mm bullets from a student's pockets. In cross town, a 16-year-old boy is being fought for three, gunpoint home invasions in Richmond Hill. Among the children of the '90s, a schoolyard bully of yesterday now packs a knife, and often, a Sunday Sun assembled a panel of experts to discuss the growing problem of youth violence, and their observations

are frightening and ominous.

Ken Eathly bears the scars of the problem. On Jan. 17, a mob of 60 kids wearing balaclavas burst into a senior basketball game he was coaching in North York. When the wild melee was over, he needed five stitches to close a gash caused by a youth hurling a bench at him. After 32 years, Eathly decided his days of coaching are over.

The Georges Vanier athletic director pulls out his own informal survey: A coach is knifed in a school parking lot, a loaded gun is dropped on a school gym floor. "From my perspective, stories like that certainly indicate a change in what's happening with youth."

Dr. Fred Mathews is a community psychologist who has studied young offend-

ers and the growing crisis of violence among youth. "The problem is bigger than a lot of people want to talk about. I think there's a lot of denial."

"We're just rearranging the deck chairs on the Titanic if we think conflict resolution and violence-free policies are going to be the answer."



Sgt. John Muise has brought with him a table of Metro stats that paints the alarming picture. In 1990, kids from the ages of 12 to 17 faced 977 assault charges and 494 charges of assault causing bodily harm and assault with a weapon. In just four years, the number of assault charges has jumped 45% to 1,417, while the combined assaults causing bodily harm and assaults with a weapon went up 27% to 630 incidents. "The criminologists always say youth

murders are an aberration, they're not a true barometer. Well, these assaults are a true barometer of youth crime," Muise says.

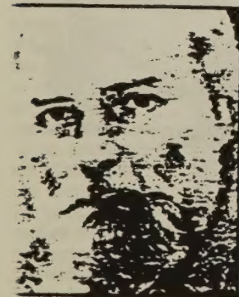
And, Mathews adds, those startling numbers are only a small percentage of what is actually happening today because most youth assaults are never reported.

"Twenty years ago," Muise says, "a fight in a school yard, chances are, would be between two young men, one on one. At worst, there were fists and boots involved."

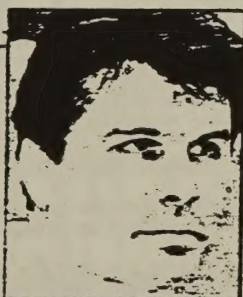
"Today, if I start losing, out comes the knife — and a lot of very average kids carry knives for their own protection — and 10 friends, if I need help."

And the flipside is, it's not just boys, it's girls."

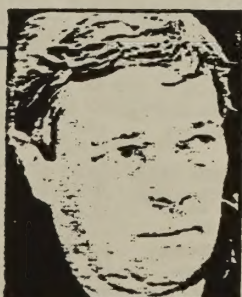
Calling it Mathews' law, the psychologist says 75% of kids are never involved in violence; 20% are students who are vulnerable and could resort to violence if they feel adults haven't held perpetrators responsible. The remaining 5% are the very "damaged": The mentally ill, the



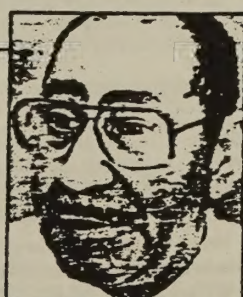
FRED MATHEWS
Psychologist



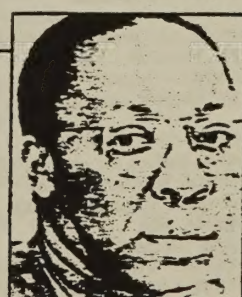
JOHN MUISE
Police officer



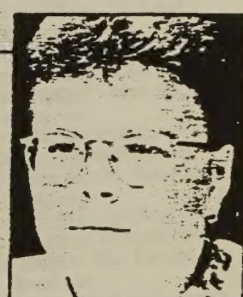
KEN EATHLY
Athletic director



SONNY ATKINSON
Tenant association



SONIA REID-CUDJOE
Ontario Parent Council



GEORGIA GALLAGHER
Teacher

Experience strong suit of Sun panel

Our panel of experts:

Dr. Fred Mathews, community psychologist and director of research and program development for Central Toronto Youth Services;

Sgt. John Muise, a 19-year police veteran who helped co-ordinate the 5 District Street Crime Unit and is now developing school pro-

grams with Community Services Education Unit;

Ken Eathly, athletic director at Georges Vanier Secondary School, who quit after 32 years of coaching after being hit during a post-game brawl Jan. 17; the young suspect comes up in court May 11;

Sonny Atkinson, president of Alexandra

Park tenants association and member of various Metro Housing committees;

Sonia Reid-Cudjoe, mother of six, ranging from 21 years to 15 months and member of Ontario Parent Council;

Georgia Gallagher, a Metro teacher for seven years and head of girls phys-ed at Winston Churchill Collegiate in Scarborough.

neglect. They're the ones responsible for the rare youth murders and most of the very serious violent crimes.

For many, the blame lies with parents. "As a society," says Muise, "we've let kids down. Without sounding too redneck, when you go back to the permissiveness of the '70s we've let everything go free and easy."

"If we let kids test the limits in inappropriate ways, they will. What we have to do as a society is bring back those limits, bring back those rules."

Sonia Reid-Cudjoe and her husband are raising six children who range in age from 21 to 15 months. She, too, holds parents responsible. "These children are trapped. We don't need to blame them. We parents were supposed to take care of them, educate them, guide them. We are not doing our job."

SONNY Atkinson is a worried, 67-year-old piper to kids in his project. "When they took the strap out of school, that's when things began to go downhill. Before, if he was considering doing wrong, he'd think hard. Now, it's, 'Go on and shut up. You can touch me.'"

"The parents, they're too busy watching their soaps. They want the teachers to teach everything. And on the law side, they brought in that Young Offenders Act and it's the worst thing they could have done. The YOA should be abolished. These kids know they can go out and kill and get three years. They're streetwise. We've got to bring the old rules back."

Physical and verbal assaults are commonplace from kids who show no respect.

"Every teacher deals with confrontation on a daily basis," says Georgia Gallagher, head of girls phys-ed at Scarboro's Winston Churchill.

There are areas in her school where she will not walk, and students she will not reprimand. "Yes, as a very confident teacher and individual," she admits, "I am sometimes intimidated in my school."

She's seen some "pretty horrific things," she says. Asked for examples, she offers a "minor incident": "Kid goes to the blue box, smashes a bottle and hits somebody else."

"That's a minor incident?" we ask.

"A major incident would be a knife in the back, through a jacket," Gallagher shrugs. "Or me pulling a guy off of girl who he's punched down to the floor. These things are real and these things happen and it is scary."

Ken Earthy points to the NBA player who recently punched out a spectator. "These kids say, 'Hey, they're doing it. Why does everyone get mad when we do it?' The kids get mixed messages from sports and television."

With a mother's passion, Reid-Cudjoe pleads with society to alter its violent images. "Children live what they learn. They're copying what they see on TV."

assume that all kids are blank slates," the psychologist says. "Some kids do start off with some problems that can lead them to being very aggressive. It's more than just learning to be violent... 30% of children in Ontario need mental health support services."

And, he warns, youth violence will only grow as governments prepare to shrink social service programs.

"It doesn't take just a mom and dad to raise a child," insists Reid-Cudjoe, "it takes the whole community."

The problem, the panelists agreed, is that there is no sense of community anymore. With youth arriving from so many different cultures, with few shared values, with parents struggling to eke out a living, kids don't feel they belong to anyone or anything. That sense of marginalization can lead to aggression and eventually, to violence.

"One of the results we're finding in North York is a real proliferation of gangs," says Earthy. "This situation at (Sir Sandford) Fleming where this group of 60-65 people broke down the

door, they had beepers, they had disguises, they were organized phenomenally. In North York, there are pockets of gangs from particular cultures preying on other gangs and I think it's getting worse."

"That's the wave of the future," agrees Muise. "I think the next problem we're going to face is inter-ethnic gang violence, like on an American street level, which involves drugs and prostitution. Connected with that, of course, will be real guns in the hands of kids."

Part of the solution lies in the current get-tough, anti-violence, conflict-resolution policies embraced by some schools. But they do little to dissuade that dangerous 5% minority so damaged that they have nothing left to lose.

And that percentage is set to increase, with crack and fetal-alcohol babies starting to enter the school system.

"I think we haven't even begun to see the worst yet," warns the psychologist. "We haven't even plateaued."

Next week The Sun gives teenagers a chance to answer back

■ Read Michele Mandel on Sundays

YOUTH ASSAULT

Arrests of aged offenders 12-17 by Metro Police for assaults, assaults causing bodily harm (ABH) and assaults with a weapon:

	CHARGES LAID
1990 Assault	977
ABH & Ass. Weapon	494
1991 Assault	1,053
ABH & Ass. Weapon	484
1992 Assault	1,096
ABH & Ass. Weapon	524
1993 Assault	1,306
ABH & Ass. Weapon	639
1994 Assault	1,417
ABH & Ass. Weapon	630

GIRL'S BODY REMOVED ... The body of Cindy Faucher in Ste-Marie-de-Beauce. She was shot to death by her father.

Father s girl in si

Man kills police chief, ha

STE-MARIE-DE-BEAUCE, Que. (CP) — A 10-year-old girl was found dead yesterday after having been held hostage by her father; he hanged himself.

On Friday morning, the father, Clement Mercier, an undertaker, shot the local police chief to death.

The girl, Cindy Faucher, had been shot twice shortly before Police Chief Denis Nadeau was killed when he responded to a domestic dispute at the home, according to Const. Camille Gagnon of the Quebec provincial police.

Mercier was found hanging between two floors in the large house.

Using a remote-control camera, police found the girl's body at 4 a.m. yesterday, but would not confirm her death until they knew what had happened to the gunman.

His body was found at 1 p.m.

Gagnon said that a suicide note was found in the house, but he did not reveal what it said.

There had been no sign of life in the residence since Friday afternoon, but police waited before recovering the girl's body.

which was in and the dining room. "We didn't find him alive or not. We found his own men," G. Sharpshoot



CINDY FAUCHER

Found dead

years before ment, was m one of whom by communit Mayor Rus just starting

Drifter killed, 6 teens ci

DAWSON CREEK, B.C. (CP) — Six teenagers have been accused of beating to death a man who refused welfare and was living in a tent here.

The six males were arrested Friday and charged with second-degree murder, an RCMP spokesman said yesterday. They

range in age from 15 to 17, cannot be named. James Alex Baldwin, 58, was killed sometime April 19 and his body was discovered on the side of the road by a city employee the next morning. He had been severely beaten about the head and died as a result of his injuries, an autopsy determined.

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the growing problem of youth violence. Today, 10 teens from across the Toronto region speak.

the way these kids see it, teen violence is just a media creation, an adult controversy, an overblown storm over nothing.

On their next breath, they calmly relate stories of knifings, brawls and fights in their schoolyards. So far removed from the school days, school rules, dear old golden rule days which most of us knew.

These 10 teens, ranging from 14 to 18 years old, were asked to talk about their experience with violence. It was tough to get them to top. Thoughtful, emotional and chatty, they live from Oshawa to Markham. All spent much of the evening complaining about current moves to toughen school discipline and crack down on violent students.

Despite our figures published last week, "youth crime has not gone up," stated Rahul Gupta, a 17-year-old at John Leacock in Scarborough. "Statistics are manipulated." They make it seem that just because you're in high school, you're a troublemaker," complained Rhoda Lewin, a 16-year-old at Oshawa's O'Neill Collegiate. "But if you give people too many rules, they're apt to be broken." You feel like you're within a prison as opposed to a school," protested Justin Dreau, a 15-year-old from Markham District High School.

Fortress mentality

Marisol Campoverde, her long hair tied in a tight bun atop her head, exuded a fortress-like mentality at Nymede Collegiate, where teachers are full of walkie-talkies looking for troublemakers and trespassers. People just come to visit an individual, she said. "They're not here to solve problems. But the teachers call the police. It seems out of proportion."

It also seems ironic, from a girl who a few minutes later describes how she was in two years ago in a brawl sparked by a girl visiting her school.

Because Campoverde had dared to tell the girl to move, she could open her mouth, she was punched in the stomach. Soon each girl's friends joined the fight. "I started kicking her in the head, pulled out a switchblade and tried to cut me with it. I hit her and dropped the blade."

"I couldn't believe she pulled a knife."

The next thing I knew, I had all her friends threatening to come down to kill me. Apparently I broke her nose. She shrugs, still resentful of the measures used to prevent such incidents.

"I spend more time at school than we do at home, do you know what I mean?" Nadine Lewin, a tough-talking 18-year-old at Pickering's Dunbarton High



LILY HUA

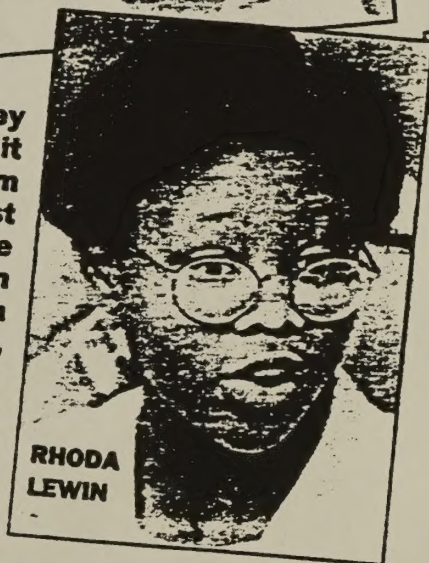
...was blood flowing all over.'

'Respect is earned — teachers included.'



CHRIS DICKIE

'They make it seem that just because you're in high school, you're a troublemaker.'



RHODA LEWIN



MARISOL CAMPOVERDE

'She pulled out a switchblade and tried to cut me with it.'

— WARREN TODA, SUN

School. "It's your second home. If my parents walked around my house with walkie-talkies patrolling everything, that would make me pretty uncomfortable."

"The teachers walk around expecting trouble. It's like they have to meet a quota every day of how many students they're going to expel," she said. "They have this huge chip on their shoulder. One student took them on, and they're going to take it off on the rest."

"And that's where they get problems. Because people aren't going to take it. They get it on the street when they leave school, they get it when they go home. Why should I have to handle that?" It's not the right attitude, but that's what's going on."

Chris Dickie is 18, athletic and popular at Georges Vanier. Violence is blown out of proportion, he said.

And he then went on to describe a recent fight where one teen was pulled off another who had just punched him in the head.

"So he went to his locker and came back with a gun."

But he insisted he's not afraid. He has

deliberately informed everyone he's a funny man, not a fighting man.

Beside him nodded Jamie Lin, a deceptively quiet, former basketball player on Vanier's girls' team. "Former" because their season was cancelled after she and her fellow teammates rumbled with an opposing team. "Sure, I'd do it again," Lin said. "I had to help my friends."

As our experts indicated last week, teen violence is increasingly a female problem.

'Bigger and badder'

As well, it almost always expands beyond the original two. "It's, if I can't get you," explained Nadine Lewin, "I have some people bigger and badder to get you."

"It's my people against yours," added her sister, Rhoda.

Still, Lewin discounted our experts' worries about gangs. Sure, there are groups who like to hang out, but they differ greatly from American-style gangs. "In the States, you have to be ready to give up your life," she scoffed.

"Here people fight over the stupidest, littlest things, a look, a glance," said Lily Hua, an 18-year-old student at Scarborough's Stephen Leacock.

They all agreed. Chris Dickie recounted an episode in which two guys in weightlifting class were arguing over what music they'd play. After being punched, one boy retaliated by hurling a weight at

the head of his fellow muscleman. "There was blood flowing all over."

Often, they said, force is seen as a way of getting the all-important "respect."

"A lot of people have this thing, if I walk into the room, you should respect me," Hua explained. "No. Respect is earned — teachers included."

Sadly, they feel no need to respect traditional authority figures. "If I had a teacher walking into my face and telling me, 'You can't be here. You can't do that,' I'm going to take offence because who are they, you know?" said Nadine Lewin.

Interestingly, while some experts are willing to cut violent teens slack for their troubled backgrounds, these kids were not.

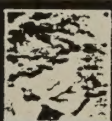
"No excuses," insisted Lily Hua. "We all have control over our temper. You have the control to say, 'No. I'm not going to fight.'"

The problem, they said, is some teens were never taught how to control their anger. Before, when they might have just used their fists, some are more apt to reach for weapons. "Sure, I've seen knives and even bullets, but they're just to show off," Hua said calmly.

And that is what is most striking, and saddest, of all: Their imperturbable acquiescence to school days, dear old golden rule days, turning increasingly to days of blades. And bullets.

■ Read Michele Mandel every Sunday

Michele
MANDEL



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COMMITTEE



THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON

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UNITED STATES OF AMERICA
DEPARTMENT OF THE INTERIOR
BUREAU OF LAND MANAGEMENT

DECLARATION

STATEMENT OF WORK

1. The purpose of this project is to provide a comprehensive analysis of the current land use patterns in the project area, and to identify areas of potential conflict or overlap between different land uses.
2. The project will be conducted in accordance with the following objectives:
 - a. To identify and map all existing land use patterns in the project area.
 - b. To identify and map all areas of potential conflict or overlap between different land uses.
 - c. To develop a plan of action to resolve any identified conflicts or overlaps.
3. The project will be completed within a period of six months, starting from the date of the declaration.
4. The project will be conducted in accordance with the following schedule:
 - a. Identification and mapping of existing land use patterns: 2 months.
 - b. Identification and mapping of areas of potential conflict or overlap: 2 months.
 - c. Development of a plan of action to resolve any identified conflicts or overlaps: 2 months.
5. The project will be conducted in accordance with the following budget:
 - a. Personnel: \$10,000.
 - b. Materials: \$5,000.
 - c. Travel: \$2,000.
 - d. Other: \$3,000.
6. The project will be conducted in accordance with the following personnel:
 - a. Project Manager: [Name].
 - b. Analyst: [Name].
 - c. Mapper: [Name].
 - d. Other: [Name].
7. The project will be conducted in accordance with the following equipment:
 - a. Computer: [Name].
 - b. GPS: [Name].
 - c. Other: [Name].
8. The project will be conducted in accordance with the following data:
 - a. Aerial photography: [Name].
 - b. Topographic maps: [Name].
 - c. Other: [Name].

DECLARATION OF WORK

STATEMENT OF WORK

1. The purpose of this project is to provide a comprehensive analysis of the current land use patterns in the project area, and to identify areas of potential conflict or overlap between different land uses.

**MINUTES OF THE
OPERATIONS AND FINANCE COMMITTEE
1995 12 12**

Present: Trustees Hill (Chairman), Desmarais, Lowe, MacDonald, Rogers and Stewart.
Not

Present: Trustee Orban

Also

Present: Trustees Bishop, Cunningham, Darby, Johnston, Johnstone, Mulholland and Paquin.

Officials

Present: D. Goodridge, Director of Education and Secretary
P. Shewfelt, Superintendent of Financial Services and Treasurer
E. Bond, Superintendent of Program
R. Binns, Superintendent of Human Resources
P. Gillie, Superintendent - Administrative and Operational Services
M. Quinn, Superintendent of Schools - Lower City
N. Nicholls, Superintendent of Schools - Mountain
M. Matier, Assistant Superintendent of Schools - Mountain
S. Thompson, Assistant Superintendent of Schools - Lower City

Mrs. Hill called the meeting to order noting regrets for not being able to attend were received from Trustees Hicks and Orban.

Moved by Canon Rogers:

That the minutes of the regular meeting of 1995 11 02 and special meeting of 1995 11 09 be approved. **CARRIED.**

GENERAL

BUSINESS ARISING OUT OF THE MINUTES:

Response from the Officials to the Presentation by Hamilton Construction Association

Ms. Gillie presented the report.

Moved by Mr. Mulholland:

That the Response from the Officials regarding the Presentation by the Hamilton Construction Association regarding Contracting Out be received for information and the following recommendations be approved:

a) That the practice of contracting out for services continue to be used.

b) That if there is any further examination of the topic, it be carried out by replacing staff assigned with temporary staff or by contracting with a firm to carry out the analysis within a limited time frame and definition.

Stating he did not support contracting out, Mr. Mulholland added the following clause to the recommendations in the report:

c) That a one-year pilot project be implemented as soon as possible with up to 3 qualified plumbers and 3 qualified electricians out of our bargaining

unit, with no increase to staff, and they assume responsibility for all Repair Request Memos (RRMs).

Maintaining it was more efficient to train staff in-house, Mr. Mulholland proposed a one-year pilot based on the following information:

- one year assignment posted at Chief Mechanic's rate of \$18 per hour
- evaluation after one year's time would determine the savings through use of in-house expertise to address RRM's
- the intent to use qualified plumbers and electricians currently on Casual Staff
- surplus (though aged) vehicles are available for transportation for these tradesmen

Concerns about the pilot were raised:

- contracting in under Social Contract did not produce the expected savings
- when contracting in, employee time increases because of added tasks
- contracting out results in qualified personnel without overhead to the Board for benefits, equipment, insurance, transportation
- in conflict with proposed changes to the Maintenance Shop
- use of Casual staff in a long-term assignment adds to staff costs
- there is insufficient information upon which trustees could make a decision.

It was also noted that restructuring will result in the automation of RRM's, although there will still be a need for a supervisory role in deciding how best to address RRM's.

Clause c) was put to a vote and was **LOST**.

Clauses a) and b) were put to a vote and were **CARRIED**.

Verbal Report re Parent/Community Involvement and formation of School Councils

Mr. Matier provided a brief progress report, noting the Ministry Resource document has not yet been received. A final report is anticipated in February. The information package distributed to trustees has also been provided to principals.

It was agreed:

That the Verbal Report re Parent/Community Involvement and formation of School Councils be received for information.

NEW BUSINESS:

Annual Report on Pupil Suspensions

Miss Bond apologized for the revised report placed before the members this evening; however, she noted that the revision corrects calculation errors in the original report. She extended her appreciation to Dorothy Anderson and Kathy Hibbins, Social and Interpersonal Skills, for their efforts in validating the figures. In reviewing the report, Miss Bond suggested two areas of change: a) that the report be incorporated into the Annual Safe Schools Report and b) that a database be established that would provide computerized calculation of this data in future.

Mrs. Bishop expressed her appreciation for the report, requesting that information regarding the following be considered in setting up the database:

- number of days per suspension
- whether secondary students have more days than elementary
- suspensions given to exceptional students
- whether more than one suspension for the same reason given to the same student

Miss Bond noted that changes to the Student Information System (SIS) may facilitate collection of data.

Moved by Miss Cunningham:

That the Suspension Report 1994-1995 be received for information and be updated annually. **CARRIED.**

Wyatt Company Report - Actuarial Study on the Retirement Gratuity Reserves

Ms. Russon, Manager - Employee Relations, and Ms. Polidori, Manager - Financial Services, presented the report. In responding to questions it was determined that 1.5% of \$202,105,000 (1996 payroll) equates to \$3,032,000. The previous percentage of 1.1% was based on 1987 payroll levels and so the percentage figures do not correlate.

In addition, the following was noted:

- that the 1995 payroll is \$194,900,000 rather than the projected figure of \$203,636,000.
- ERIP retirements do not impact on the 1995 budget
- should legislation reduce or limit gratuity payments, the excess funds could be folded back into the operating budget

Upon request, Ms. Russon cited the number of employees per age group and anticipated retirements over the coming years.

Moved by Mr. Mulholland:

That the Report regarding the Actuarial Study on the Retirement Gratuity Reserves be received for information and the following recommendations be approved:

a) That the annual funding requirements for the Retirement Gratuity Reserve follow the recommendations of the Wyatt Company report as at January 1, 1995, that is 1.5% of payroll, commencing with the 1996 fiscal year.

b) That the Board undertake further actuarial reviews of the Retirement Gratuity Reserves every five years. **CARRIED.**

Concerned about the deficit, it was moved by Miss Cunningham:

a) That this Report be referred to budget review. **CARRIED.**

Verbal Update on Financial Implications of the Minister of Finance's announcement (1995 11 29)

Mr. Shewfelt outlined the following changes to transfer payments for the 1996-1997 fiscal year:

- an overall reduction in grants to school boards of \$400 million or 9% which equates to \$7 million based upon our current year's operations - an increase of 4.5% or \$44.00 based on our current assessment base
- legislation will be introduced to incorporate the following changes:
 - . Junior Kindergarten will be designated as an optional program effective September, 1996 - an expected loss in funding of \$1.3 million in 1996
 - . adult students 21 years of age enroled in regular day school will be funded at the Continuing Education level - an expected loss of \$280,000 in 1996
 - . "guide interest arbitration" - to ensure wage settlements are commensurate with the board's ability to pay

These reductions are in addition to the \$580,000 loss in grants for 1995 and 1996 announced last July. Following receipt of the General Legislative Grant information in March/April, Mr. Shewfelt also anticipates further information or legislation may be forthcoming relating to Boards being:

- . granted greater powers to control costs
- . able to lengthen the school day and the school year, and
- . able to hire non-teachers for libraries, classrooms and junior kindergarten

Mr. Shewfelt noted another \$400 million reduction is a possibility for 1997-1998.

Moved by Mr. Darby:

That the Verbal Update on Financial Implications of the Minister of Finance's announcement (1995 11 29) be received for information. **CARRIED.**

Phase II of the Reciprocal Rental Agreement between the Corporation of the City of Hamilton and the Board of Education for the City of Hamilton, for the use of Recreational Facilities - Community Use of Schools

Mr. Sage reviewed the report. He confirmed that these rates (page 27) will apply to all groups using Board facilities. The ensuing discussion revealed that the majority of these groups had been successfully reaccommodated into schools with two caretakers. Of the remaining 10 nights, four relate to Woodward School. Miss Cunningham voiced her concern about the lack of alternatives in the area for residents of the Beach Strip.

Mr. Sage acknowledged the difficulty of the Woodward situation and advised alternatives are being sought which incur no overtime and can be applied consistently across the system. He later detailed the groups and schools not reaccommodated.

At this point in the discussion, Mr. Mulholland declared a conflict of interest and stated he would neither debate nor vote on the issue.

Moved by Miss Cunningham:

That the Report regarding Phase II of the Reciprocal Rental Agreement between the Corporation of the City of Hamilton and the Board of Education for the City of Hamilton, for the use of Recreational Facilities - Community Use of Schools be received for information and the following recommendations be approved:

a) That the policy of the Board dated 1995 06 13 (BU-2 Use of School Facilities - out of school hours) be revised to read: "It is the policy of the Board of Education for the City of Hamilton to make school buildings available to community organizations to the fullest extent possible within the established regulations made with due regard for the preservation of the educational program of the school and the protection and maintenance of the property. Rental rates shall be charged to ensure full reimbursement of the cost of the use of the building and/or grounds."

b) That the Rental Rates of School Facilities adopted 1993 12 07 be repealed.

c) That the revised rental rates for school facilities (Appendix B) be approved and applied consistently to all parties effective 1996 01 01.

d) That the revised rental rates for school facilities, supported by operating guidelines, be updated annually based on current year's approved budget and contractual obligations, for implementation September 1 of each year.

e) That expanded negotiations with the City continue with outcomes reported back to trustees for approval prior to any implementation.

Arising from her concern about the Woodward community, Miss Cunningham added the following clause to the recommendations in the report:

f) That the Woodward community be exempt from the Policy pending a further report.

Several trustees thanked Mr. Sage for the quality of the report, noting the Board must recover costs related to these activities.

In response to a query that groups be allowed keys to lock school facilities, Mr. Shewfelt expressed concern about adopting such a policy.

Two suggestions were put forth:

- increase the number of "lock off" gyms
- a contingency plan to address calls from concerned groups

Mr. Sage further noted that:

- all the groups affected have been contacted directly or contacted by their group representative as noted on page 28.

- changes resulting from Collective Agreements will be implemented each September 1, if not immediately

Expressing reluctance to single out one school, Miss Cunningham sought and received permission to withdraw Clause f) from the motion.

Dr. Johnston was assured Phase I of the Recipricol Agreement covers joint use of facilities with the City, i.e. pools, gyms, rec centres. Mr. Sage confirmed the equity of the rentals charged under both agreements.

Clauses a) to e) were put to a vote and were **CARRIED**.

Sale of a Portion of Board Lands - Jerome Neighbourhood

Moved by Mr. Darby:

That the Report regarding the Sale of a Portion of Board Lands located in the Jerome Neighbourhood for Roadway Purposes be received for information and the following recommendation be approved:

- a) That the Agreement of Purchase and Sale by 603976 Ontario Limited for the purchase of a 382.17 square metre parcel of land for roadway purposes, in Lot 13, Concession 7 (Jerome Neighbourhood - Block 76) in the amount of \$10,856 be accepted and that the funds realized from the sale be placed in Capital Reserves.

CARRIED.

Annual Report on Public Relations Planning (deferred until January, 1996)

Moved by Miss Cunningham:

That the Annual Report on Public Relations Planning be deferred to January, 1996.

CARRIED.

Report of the Fundraising Study Committee

As Committee Chairman, Mr. Darby presented the report and recommendations.

Moved by Mr. Darby:

That the Report of the Fundraising Study Committee be received for information and the following recommendation be approved:

- a) That the Fundraising Study be awarded to Community Charitable Counselling Service of Canada for a sum of \$16,000.00 for professional fees and up to \$2,500.00 in disbursements.

CARRIED.

Report of the Child Care Committee

Moved by Canon Rogers:

That the following Report of the Child Care Committee be approved:

a) That the reduction in rental rates be set at 42% for Macphail Infant and Parent Co-operative for 1995-1996.

b) That the rental rate charged to the Umbrella Board from September, 1994 through March, 1995 be charged at the Option 2 level and from March to August 31, 1995 at the Option 1 level, for a total \$7,400 plus taxes.

c) That the Officials be directed to bring back an appropriate draft contract and draft Letters of Understanding to the next meeting. **CARRIED.**

ELEMENTARY/SECONDARYNEW BUSINESS:Recommendations of the Director of Education

Moved by Mr. Stewart:

That the Recommendations of the Director of Education be approved as presented. **CARRIED.**

The meeting then adjourned.

Read and confirmed

.....

Chairman

The Commission on the Status of Women was established in 1946 by the General Assembly of the United Nations. Its mandate was to study the status of women in all countries and to make recommendations for their improvement. The Commission has since held several sessions and has produced a number of reports and resolutions. The present report is the result of its work during the past year.

The Commission has held its annual session in New York City, and has also held special sessions in other parts of the world. It has received many suggestions and criticisms from governments, organizations, and individuals, and has endeavored to take account of them in its work.

The Commission has also held a number of public hearings and has received many suggestions and criticisms from the public. It has endeavored to take account of them in its work. The Commission has also held a number of public hearings and has received many suggestions and criticisms from the public. It has endeavored to take account of them in its work.

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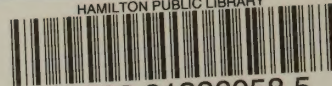
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